

ENROLLED ORDINANCE 175-70

CREATE 1.00 FTE CLINICAL THERAPIST POSITION AND ABOLISH 1.00 FTE SENIOR SUBSTANCE ABUSE COUNSELOR POSITION IN THE DEPARTMENT OF HEALTH AND HUMAN SERVICES AND CREATE FUTURE CLINICAL THERAPIST POSITION AFTER REMAINING SENIOR SUBSTANCE ABUSE COUNSELOR POSITION IS VACANT

WHEREAS, the Waukesha County Department of Health and Human Services (HHS) budget includes two funded Senior Substance Abuse Counselor positions for its outpatient Clinical Services Division; and

WHEREAS, the level of services that can be provided by Senior Substance Abuse counselors and billed for against Medicare is less than that what can be provided by clinical therapists that have higher credentialing; and

WHEREAS, one of the two senior substance abuse counselors retired, and HHS management is requesting that this position be abolished and replaced with a clinical therapist; and

WHEREAS, HHS management estimates that clinical therapist will cost \$10,000 less than the senior substance abuse counselor position due to the previous staff member being a long-serving employee that was near the top of their salary range, and no budget modification for any additional personnel costs is needed in this ordinance.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that, effective upon final approval of this ordinance, the Department of Health and Human Services is authorized to abolish 1.00 FTE regular, full-time Senior Substance Abuse Counselor position, Open Range 9 (\$26.41/hour minimum, \$30.67/hour mid-point, \$34.93/hour maximum) and create 1.00 FTE regular, full-time Clinical Therapist position, Open Range 12 (\$30.57/hour minimum, \$35.51/hour mid-point, \$40.45/hour maximum).

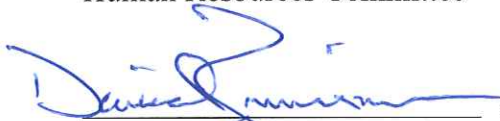
BE IT FURTHER ORDAINED that upon vacancy, the one remaining Senior Substance Abuse Counselor position will be abolished, and a Clinical Therapist position will be created.

CREATE 1.00 FTE CLINICAL THERAPIST POSITION AND ABOLISH 1.00 FTE SENIOR  
SUBSTANCE ABUSE COUNSELOR POSITION IN THE DEPARTMENT OF  
HEALTH AND HUMAN SERVICES AND CREATE FUTURE CLINICAL  
THERAPIST POSITION AFTER REMAINING SENIOR SUBSTANCE  
ABUSE COUNSELOR POSITION IS VACANT

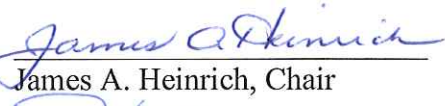
Presented by:  
Human Resources Committee

Approved by: Health &  
Human Services Committee

Approved by:  
Finance Committee

  
David D. Zimmermann, Chair


  
Timothy Dondlinger, Chair

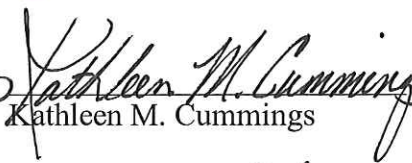
  
James A. Heinrich, Chair

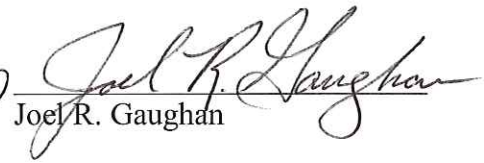
  
Michael A. Crowley

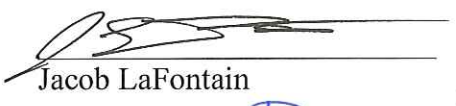
  
James Batzko

  
Tyler J. Foti

  
Kathleen M. Cummings

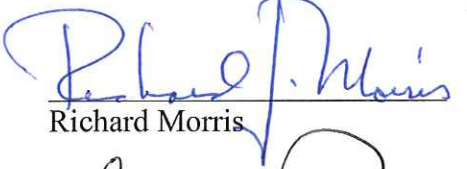
  
Kathleen M. Cummings

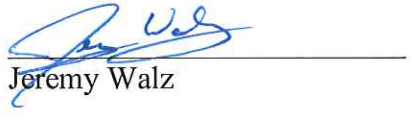
  
Joel R. Gaughan

  
Jacob LaFontain

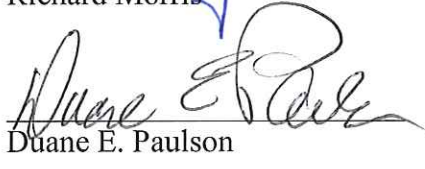
  
Joel R. Gaughan

  
absent  
Thomas A. Michalski

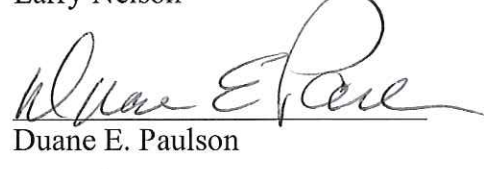
  
Richard Morris

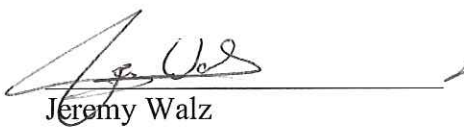
  
Jeremy Walz

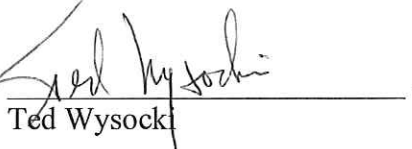
  
Larry Nelson

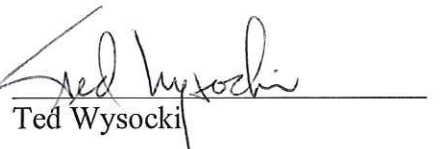
  
Duane E. Paulson

  
absent  
Steve Whittow


  
Duane E. Paulson

  
Jeremy Walz

  
Ted Wysocki

  
Ted Wysocki

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 1/29/2021,   
Margaret Wartman, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X  
Vetoed: \_\_\_\_\_

Date: 1/29/2021,   
Paul Farrow, County Executive

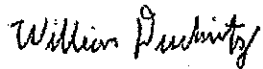
FISCAL NOTE

CREATE 1.00 FTE CLINICAL THERAPIST POSITION AND ABOLISH 1.00 FTE SENIOR  
SUBSTANCE ABUSE COUNSELOR POSITION IN THE DEPARTMENT OF HEALTH  
AND HUMAN SERVICES AND CREATE FUTURE CLINICAL THERAPIST POSITION  
AFTER REMAINING SENIOR SUBSTANCE ABUSE COUNSELOR POSITION IS  
VACANT

The Department of Health and Human Services budget currently funds two full-time Senior Substance Abuse Counselor positions, Open Range 9 (\$26.41/hour minimum, \$30.67/hour mid-point, \$34.93/hour maximum). This ordinance authorizes the Department of Health and Human Services to abolish one regular full-time Senior Substance Abuse Counselor, where the previous incumbent recently retired, and create one regular, full-time Clinical Therapist position, Open Range 12 (\$30.57/hour minimum, \$35.51/hour mid-point, \$40.45/hour maximum). According to department management, the level of services that can be provided by Senior Substance Abuse Counselors and billed for against Medicare is less than that what can be provided by clinical therapists that have higher credentialing. The cost of this new position is estimated to be approximately \$10,000 less than the previous position, due to the previous employee being near the top of the salary range, resulting in no need for budget modification for additional personnel costs.

This ordinance also authorizes the Department of Health and Human Services to abolish the other Senior Substance Abuse Counselor position upon vacancy and create another full-time Clinical Therapist. The reason the department is requesting this is so that the department has the flexibility to replace the existing position in a timely manner with the Clinical Therapist position in order to also provide higher levels of service resulting in additional revenues (in case vacancy occurs mid-year).

While the Clinical Therapist position has a higher salary range than the Senior Substance Abuse Counselor position and may result in higher personnel costs in the long-term, the department believes that the additional revenue generating from this position will cover these additional expenses.



William P. Duckwitz  
Budget Manager  
1/5/2021  
AJK



Database: 01/15/2021 7:53:39 PM RollCall Systems, Inc. Ordinance 175-O-070

**VOTE RESULTS: Passed By Majority Vote**

21
AYE:
0
NAY:
4
ABSENT:

D1 - Foti		AYE
D2 - Zimmermann	Motion	AYE
D3 - Morris		AYE
D4 - Batzko		AYE
D5 - Dondlinger		AYE
D6 - Walz		AYE
D7 - LaFontain		AYE
D8 - Michalski		AYE
D9 - Heinrich		AYE
D10 - Swan		AYE
D11 - Howard		AYE
D12 - Wolff		ABSENT
D13 - Decker		AYE

D14 - Mommaerts		ABSENT
D15 - Mitchell		AYE
D16 - Crowley		AYE
D17 - Paulson		AYE
D18 - Nelson		AYE
D19 - Cummings		AYE
D20 - Schellinger		AYE
D21 - Gaughan		AYE
D22 - Wysocki	Second	AYE
D23 - Hammitt		ABSENT
D24 - Whittow		ABSENT
D25 - Johnson		AYE

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4 THERAPIST POSITION AFTER REMAINING SENIOR SUBSTANCE  
5 ABUSE COUNSELOR POSITION IS VACANT  
6  
7

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9 includes two funded Senior Substance Abuse Counselor positions for its outpatient Clinical  
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